

WEND-FM, WHQC-FM, WKKT-FM, WLKO-FM, WRFX-FM
EEO PUBLIC FILE REPORT
August 1, 2012 - July 31, 2013

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Account Executive	1-4, 6-17, 19-22, 24-34, 39	16
Account Executive	1-4, 6-17, 19-22, 24-34, 39	39
Account Executive	1-4, 6-17, 19-22, 24-34, 39	39
Account Executive	1-4, 6-17, 19-22, 24-34, 39	16
Promotions Director	1-3, 7, 10-19, 21, 25, 27-34	16
Account Executive	1-4, 6-17, 19-34, 38-39, 43-44	43
Account Executive	1-4, 6-17, 19-34, 38-39, 43-44	20
Account Executive	1-4, 6-17, 19-34, 38-39, 43-44	23
Account Executive	1-4, 6-17, 19-34, 38-39, 43-44	16
Account Executive	1-4, 6-17, 19-34, 38-39, 43-44	25
Account Executive	1-4, 6-17, 19-34, 38-39, 43-44	39
Account Executive	2, 5, 7, 11-15, 17, 19-21, 24-25, 29-30, 34-38, 40-42, 45-51	38

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	African American Media Incubator Pearl Murphy 2164 Wisconsin Ave., NW Washington, District of Columbia Url : http://www.vc4africa.com/group/africanorthamerica Career Services Manual Posting	N	0
2	All About Country Texas Url : www.allaboutcountry.com Career Services Manual Posting	N	0
3	All Access 28955 Pacific Coast Hwy Suite 210-5 Malibu, California 90265 Url : http://www.allaccess.com Career Services Manual Posting	N	0
4	Association for Women in Communications 780 Ritchie Highway S28 Severna Park, Maryland 21146 Career Services Manual Posting	N	0
5	Broadcast 1 Source Website	N	1
6	Broadcast Employment Services P.O. Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : www.amfnjobs.com Fax : 1-760-754-2115 Mark Holloway Manual Posting	N	0
7	Brookstone College 10125 Berkeley Place Drive Charlotte, North Carolina 28262 Phone : 704-547-8600 Career Services Manual Posting	N	0

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8	Bureau of Indian Affairs 4149 Hightower Blvd Ste 380 Oklahoma City, Oklahoma 73108 Phone : 405-605-6051 Fax : 1-405-605-6057 Joy Martin	N	0
9	Career Page Website Texas Url : www.careerpage.org Career Services Manual Posting	N	0
10	Careerbuilder.com 200 N. LaSalle St Suite 1100 Chicago, Illinois 60601 Fax : 1-800-891-8880 Career Services	N	0
11	Carolina School of Broadcasting 3435 Performance Road Charlotte, North Carolina 28214 Phone : 704-395-9272 Career Services Manual Posting	N	0
12	Central Piedmont Community College POB 35009 Career Center Charlotte, North Carolina 28202 Phone : 704-330-6551 Fax : 1-704-330-6036 Chad Genful Manual Posting	N	0
13	Charlotte Mecklenburg NAACP PO Box 560786 Charlotte, North Carolina 28256 Phone : 704-372-7193 Career Services Manual Posting	N	0
14	Charlotte Observer 600 South Tryon Street Charlotte, North Carolina 28217 Phone : 704-358-5000 Yauna Williams Manual Posting	N	0

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15	City of Charlotte Employment 600 East Trade Street Charlotte, North Carolina 28202 Career Services Manual Posting	N	0
16	Clear Channel Careers Website 200 E. Basse Road San Antonio, Texas 78209 Url : www.clearcareers.com Career Services Manual Posting	N	11
17	Craig's List P.O. Box 225159 San Francisco, California 94122 Url : www.craigslist.com Career Services Manual Posting	N	0
18	Current Employee Samantha Stone	N	4
19	Davidson College 705 Griffith Street Davidson, North Carolina 28026 Phone : 704-894-2800 Fax : 1-704-894-2803 David Johnson Manual Posting	N	0
20	Employee Referral Jeff Naper	N	5
21	Employment Security Commision 7140 Forest Point Blvd,Suite A Charlotte, North Carolina 28217 Phone : 704-565-6865 Career Services Manual Posting	N	0
22	Entertainment Careers Website New York Phone : 310 441-9963 Url : http://entertainmentcareers.net/employers Fax : 1-310-475-8985 Career Services	N	0
23	Former Employee Referral	N	1

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24	Goodwill Industries International 2122 Freedom Drive Charlotte, North Carolina 28208 Phone : 704-332-0358 Career Services Manual Posting	N	0
25	Indeed 7501 N Capital of Texas Hwy Austin, Texas 78731 Phone : 800-462-5842 Url : http://www.indeed.com OpenHire Source Manual Posting	N	3
26	Industry Plug 2310 Central Avneue Baldwin, New York 11510 Email : joblistings@industryplug.com Erica Valcourt	N	0
27	Inside Radio Texas Phone : 800-640-8852 Fax : 1-404-965-4131 Gene McKay	N	0
28	Institute of Audio Research 64 University Place New York, New York 10003 Phone : 646-274-8530 Email : contact@audioschool.com Gillian Gandy	N	0
29	Johnson C Smith University 100 Beatties Ford Road Charlotte, North Carolina 28202 Phone : 704-378-1010 Fax : 1-704-378-2020 Barbara Wilks Manual Posting	N	0
30	Kings College 322 Lamar Avenue Career Center Charlotte, North Carolina 28201 Phone : 704-372-0266 Fax : 1-704-348-2029 Ashely Branham Manual Posting	N	0

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31	Media Bistro 475 Park Avenue South New York, New York 10016 Fax : 1-866-880-1429 Career Services	N	0
32	Media Recruiter Centennial, Colorado 80016 Phone : 303-400-5150 Url : http://www.mediarecruiter.com Email : art@mediarecruiter.com Art Scott	N	0
33	Monster 5 Clock Tower Place Ste 500 Maynard, Massachusetts 1754 Phone : 402-472-3522 Url : http://www.monster.com Fax : 1-402-472-8675 Brendan McCauley	N	0
34	My Air Check #1-771 Gibsons Way Gibsons, Texas Phone : 604-740-1374 Email : registration@myaircheck.com Scott Russell	N	0
35	National Association of Minorities Texas Career Services Manual Posting	N	0
36	NC Central University 1801 Fayetteville Street Career Center Durham, North Carolina 27707 Phone : 919-560-6100 Fax : 1-919-530-6305 Donna Helmbrick Manual Posting	N	0
37	Nc Division of Vocational Rehab 5501 Executive Center Drive Suite 10 Charlotte, North Carolina 28212 Career Services Manual Posting	N	0
38	Non-Employee Referral	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
39	On Air Recruitment Ad Amy Mann	N	5
40	Previous Applicant	N	1
41	Queens College 1900 Selwyn Avenue Charlotte, North Carolina 28274 Phone : 704-337-2237 Fax : 1-704-337-2241 Bill Means Manual Posting	N	0
42	Radio Advertising Bureau 1320 Greenway Drive Suite 500 Irving, Texas 75038 Phone : 800-232-3131 Url : www.rab.com Career Services Manual Posting	N	0
43	Recruiter Matt Pittinaro	N	5
44	Station Website	N	2
45	The Charlotte Observer/Classified Department Charlotte, Louisiana Phone : 704-358-5340 Fax : 704-358-5340 Kim	N	0
46	The Freeform Radio Initiative, Inc. Post Office Box 530369 Miami, Florida 33153-0369 Phone : 305 982 7233 Email : announcements@thefreeformradioinitiative.org Scott McWilliams	N	0
47	TVandRadioJobs.com Texas Career Services Manual Posting	N	0
48	UNC Charlotte Center for Student Job Location Charlotte, North Carolina 28223 Phone : 704-547-2000 Fax : 1-704-547-2903 Angela Price Manual Posting	N	0

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49	Urban League of Central Carolina 740 West 5th. Street Charlotte, North Carolina 28202 Phone : 704-373-2256 Career Services Manual Posting	N	0
50	Winston Salem State University 601 S. Martin Luther King Jr. Drive Winston-Salem, North Carolina 27110 Phone : 336-750-2000 Career Services Manual Posting	N	0
51	Women's Commission 700 North Tryon Street Charlotte, North Carolina 28202 Phone : 704-336-3210 Career Services Manual Posting	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			40

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
1	11/12/2012	Participation in events or programs sponsored by educational institutions	A 6 week lecture series at Connecticut School of Broadcasting. This lecture allows one of Clear Channel Charlotte's professionals to serve as an ambassador and help teach/showcase the importance of radio to the generations making their way toward the airwaves. Helping teach students how to speak, create and work as up and coming radio broadcasters. Teaching them ways to work equipment as well as creating effective commercials through being creative with their new ideas and new voices.	1	Production Director	0.25
2	3/25/2013	Participation in events or programs sponsored by educational institutions	A 5 week lecture series at Carolina School of Broadcasting. This lecture allows one of Clear Channel Charlotte's professionals to serve as an ambassador and help teach/showcase the importance of radio to the generations making their way toward the airwaves. Helping teach students how to build incredible relationships with clients that advertise.	1	Production Director	0.25
3	4/5/2013	Participation in Job Fairs	April 5, 2013 Clear Channel Charlotte participated in the Spring Expo Career Fair at UNC Charlotte. An event for upcoming graduates and alumni looking for full time employment, and is also a great opportunity for students seeking internships. This event has an average attendance of over 1,000 students which allows employers to also promote their brand on campus. The expo was held by the University's Career Center for work, service, and interships held in the Barnhardt Student Activity Center.	4	Promotions Director Promotions Manager Field Ops Director Promotions Staff	0.25
4	4/15/2013	Participation in events or programs sponsored by educational institutions	A 4 week lecture series at Connecticut School of Broadcasting. This lecture allows one of Clear Channel Charlotte's professionals to serve as an ambassador and help teach/showcase the importance of radio to the generations making their way toward the airwaves. Helping teach students how to build incredible relationships with clients that advertise.	1	Production Director	0.25

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title	Points
5	7/11/2013	Participation in events or programs sponsored by educational institutions	We participated in the Kellar Radio Talent Institute at Appalachian State University that was sponsored in part by the North Carolina Association of Broadcasters. This is a 10 day intense program that prepares students in finding their first jobs in the broadcasting industry. 4 of our employees that are industry professionals were asked to teach a total of 20 students that were accepted into the Institute that were either rising juniors or rising seniors or recent graduates. Each professional taught for one or two days helping educate this next generation of broadcasters.	4	Program Director for WEND Production Director On Air Talent/Asst Program Director Digital Program Director	0.25
6	7/11/2013	Hosting of Job Fair	WKKT- Clear Channel Charlotte hosted a small job fair on July 11 in conjunction with our corporate program, IHeart Radio "Show Your Stripes" Hire Smart, Hire Vets. There were 8 employers in addition to Clear Channel Charlotte that participated. Clear Channel Charlotte (WKKT) had 2 hiring managers as well as 1 employee there to talk with interested parties.	3	Local Sales Managers Regional Ops Manager Account Executive	1.00
7	7/20/2013	Establishment of an intern program designed to assist members of the community	We conduct an on-going Internship Program that offers the opportunity to experience and learn all about the mechanics of the radio industry. We offer a well-rounded internship experience with participation in Promotions, Programming, Sales, Accounting, and Production. The internship covers one semester and all students applying must be eligible for college credit. We had 21 students participate in our internship program between 8/1/12 through 7/31/13.	7		1.00
TOTAL POINTS OVER REPORTING PERIOD:						3.25